

City of Carlsbad
Employee Benefits Summary

FIRE DEPARTMENT



Group Health Insurance

Employees may choose from several medical plans available through the California Public Employees' Retirement system (CalPERS). Both employee and the City share premium costs. Unused City benefits credits may be used for dental, vision, AD&D and Flex Spending Accounts or taken as taxable cash.

Flexible Spending Accounts (FSA)

A flexible spending account allows you set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses

Retirement

The City participates in the CalPERS program. Effective January 1, 2013 the calculations are as follows:

1. 2.7% @ 57 formula
2. 3-year Final Average Earnings (FAE) for final compensation calculation
3. CFA represented employees pay the full 12% cost of the employee's share of retirement on a pre-tax basis.

Life Insurance

The City provides each employee with life insurance equivalent to one times annual base salary. Employees may purchase optional additional life insurance.

Voluntary Benefits

The City provides various voluntary benefits available at the employee's cost.

Bilingual Pay

The City will provide additional compensation to employees, designated by the Human Resources Department, in the amount of \$40.00 per pay period for the performance of Spanish/English bilingual skills.

Holidays

The City observes 11 scheduled holidays plus one floating holiday per year.

Vacation

Vacation hours earned is based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 448 hours and may not use vacation during the first six months of employment.

Post-Retirement Healthcare Trust

All employees are required to contribute \$100 per month into a post-retirement healthcare trust.